



**Collective Bargaining District Proposal #1**  
**Monday, October 16, 2023**

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**For the Escambia Educators Association (EEA):**

1. The ratified agreement from 2022-2023 improved the minimum teacher's salary for the 2023-2024 year from \$45,700 to \$47,500 effective July 1, 2023. This improved the wages of approximately 1,800 teachers which ranged in a percent increase ranging from 0.5% to 3.9%.
  2. All teachers' salaries will increase by no less than 2% for the 2023-2024 year.
  3. For 2022-2023 overall performance ratings, the following payments will be awarded:
    - a. \$200 (1 Level increase) for all teachers rated Effective
    - b. \$400 (2 Level increase) for all teachers rated Highly Effective
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**For the Union of Escambia Education Staff Professionals:**

1. One (1) Step Roll for all eligible ESP employees excluding School Bus Operators.  
ESP Master Contract Eligibility:  
*VI.4.G: Full time ESPs are eligible for any negotiated step roll(s) if he/she is employed on the date of ratification and has had continuous employment from on or before March 1st of the prior fiscal year. Employees who received a promotion after July 1 of the current year will receive their step roll(s) in their previous classification and then placed in their promotional classification as outlined in Article VII.2.F. Retirees will be eligible for retro pay.*
2. All School Bus Operators shall maintain their step level and move from Pay Grade 17 to Pay Grade 19 to reflect an approximate 8.0% hourly rate increase. They will not receive the additional Step Roll for '23-24.